



President's Corner



Sonia Wright
President

Strong leadership is essential for both organizational and personal growth — so why don't people step up? The last couple of years I've watched our Branch Nominating Committee struggle to find volunteer leaders.

Research has shown that over 90% of us want to volunteer; however, only 1 out of 4 actually does. Stanford University has done research that shows that volunteers report elevated mood and less depression, and that volunteers report increased social interactions and social support, better relationship quality and decreased loneliness. Sounds like we should all be volunteering for health and wellness.

Research has found several common barriers:

1. Fear of leadership harming interpersonal relationships (speaking from experience, AAUW actually strengthens your interpersonal relationships)
2. Risk of looking bad in the eyes of peers (we don't judge — we're all learning)
3. Risk of being held personally responsible if the group fails (we're not going to fail because we're 238 members strong)
4. Not enough time and volunteer schedules are too inflexible (we're a flexible organization and we have everything from one hour a year to 10 hours per month)
5. Not enough information and most volunteer roles are not interesting (we'll give you all the information you might want and we're not boring!)
6. No one asked me (the Nominating Committee has been calling and asking — if you haven't been asked, please tell me and I'll ask you!)

We Need You!

Peg Bowen, Nominating Committee

To continue to fulfill our mission's promise to women and girls, your talents are needed to keep the branch thriving. Case in point: we need a President-Elect (or co-Presidents-Elect) for 2022-23.

The title President or co-President may sound intimidating, but in reality, our Branch is a safe and supportive place to build leadership skills. Imagine yourself as the President-Elect during 2022-2023. Maybe you're taking the job solo, or you are "interning" with a good friend who is sharing the position. Sonia, our current President, is your mentor from July '22 to July '23. You work closely with her and become familiar with branch operations and branch activities. Together you create a smooth transition to the next fiscal year and your new Board. *Continued on page 2.*



Still hesitating? Let's do some myth-busting:

"President is a 40-hr/week job." For the year of mentoring, as President-Elect, minimal time is needed. And most past presidents state that 15-20 hours per month is what's needed as president.

"I need to know how every committee operates & attend all committee meetings" Not so, and you can acquire what knowledge you want/need during the year as President-Elect.

"I'm responsible for the success of every committee and program." We have a large board and many hands make light work! Responsibilities for Community Action Projects, Committees, Interest Groups and most programs are delegated to Committee Chairs and VP's.

"The President needs to figure out one program every month." Not that often and not alone! The Program VP, Third Wednesday Chair and Membership Committee all help to organize the required four programs per year stated in our Bylaws.

"I need to know how to conduct Board meetings and the Roberts' Rules of Order." Our Parliamentarian and Secretary will help do this, and the Board usually has veteran members who help as well. *"I need to write long articles for the Bonfire every month."* A short article on the topic of your choice connects you to members each month.

"I have to be competent if not expert in computer technology." There isn't as much computer work as one might think, and the President-Elect year is a safe time to learn what is needed.

"As a Board member, I am expected to make a large financial contribution." NOT TRUE—we value your time and talents! Many non-profit boards do require this—the advantage to serving on AAUW San Jose's Board is that your resume is enriched with no financial obligation.

Ironically, July and August are the busiest months of the fiscal year once you become President, but they can be the most fun: setting priorities with your new Board and seeing your own priorities showcased at the Fall Gathering. By the time a few months have passed, the monthly Board meeting is your main task—and you'll always have help there as well.

Branch leadership is an opportunity. You have the opportunity to choose a mission-related focus for the Branch and see your priorities implemented. You have the opportunity to add an impressive title to your resume. You have the opportunity to break through fears you may have about taking a leadership position. Our branch is a safe place to develop valuable skills (like the fine art of delegating!) The support of fellow members and former Branch leaders allows you to learn as you go.

In loving memory of Libby Codd who passed away on Oct. 26.

She served as branch president in 1999-2000. Additionally, she was the organist of a local Presbyterian Church and was a member of the American Guild of Organists. Libby was a lifelong seeker, a passionate advocate for justice, and a world traveler. You can write to her daughter and family at: Kitty Clark, 555 Center Drive, Palo Alto, CA 94301

Diversity, Equity & Inclusion

Submitted by Lenore Gallin, DEI Committee member

DO UNCONSCIOUS BIASES AFFECT YOUR LIFE?

While it is well known that people do not always speak their minds, exploring implicit or unconscious bias helps us realize that people do not always know their own minds. Implicit bias refers to the attribution of certain qualities to members of a particular group. Because these biases operate almost entirely on an unconscious level, they are different from prejudices that are intentional and controllable. It is not uncommon for someone to express support for a certain group, behavior, or belief while maintaining the opposite biases on a more unconscious level. Furthermore, implicit biases may not align with the personal identity an individual presents to the public. People can hold positive or negative associations toward their own group and oppose or align themselves with their oppressors or the oppressors of other groups.

The phenomenon of colorism or skin tone bias helps us understand how an implicit/unconscious bias for lighter skin affects equity and inclusion in a racially and culturally diverse society. In the aftermath of Black Lives Matter protests, for example, we continue to face the widespread phenomenon of colorism. Unlike racial bias, where individuals of one race oppose members of another race, colorism can be observed among members of the same ethnic or racial group.

CNN has weighed in on this issue with a new series called "White Lies," which investigates skin whitening practices and the industry that profits from colorism. As often happens with implicit/unconscious bias, people fail to recognize the contradictory messages that occur when companies virtue-signaling their commitment to Black and Brown lives are manufacturing and marketing products associating lighter skin with privilege, prosperity, and desirability.

Understanding the nature of implicit bias and self-realization promotes meaningful interactions with people of diverse backgrounds and physical characteristics. Opportunities to see others as individuals, not stereotypes, helps to reveal affinities in the differences between people and to build tolerance and understanding through familiarity. The rewards come in new acquaintances, fresh ideas, more successful problem solving, and the prospect of a more inclusive and equitable world view.

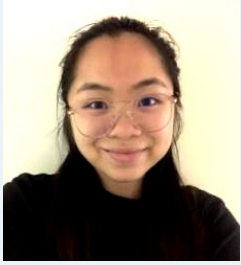
We urge everyone to take the Harvard Implicit Association Test by clicking [HERE](#). It is a great first step in recognizing we all have implicit biases.

The State DEI Committee (diversity@aauw-ca.org) means what it says about the importance of "inclusion!" The appointment of a Diversity point person in each branch ensures that we hear your voices and enlists your support in AAUW's bold move to build a more diverse, inclusive, and equitable organization in California.

Welcome to Our Newest Member

Claire Campodonico

RUSSELL MALLEY, Branch member Tynka Dee's husband, joined our ranks recently. He received his Bachelor's in Biology from UC-Santa Cruz as well as his Master's in Biological Sciences from UC-Santa Barbara. Now retired from his career in the software industry, he is presently a consultant. Russell has also been a stay-at-home dad and is enthusiastic about our mission.



An Update on Amanda Doan Past Local Scholarship Recipient

Cheryl Markman, Local Scholarship Committee

Amanda Doan was awarded the Grace O’Leary Honorary Scholarship from AAUW Local Scholarship in the spring of 2020. She is currently a fourth-year student at UC Santa Barbara, pursuing a double major in Sociology and Asian American Studies, with a minor in Education.

Acknowledging that her majors are relatively vague, Amanda notes that she is most interested in education and educational equity for all students. She is currently in the first EXITO cohort at UCSB, an innovative program to prepare credentialed ethnic studies teachers for California high schools. Known in full as Educational eXcellence and Inclusion Training Opportunities, EXITO is a "4+1" program in which students graduate with a Bachelor’s degree in an Ethnic Studies or Feminist Studies major, then earn a Master’s degree -- in Amanda’s case in education -- and a teaching credential at UCSB’s Gevirtz Graduate School of Education (GGSE).

As an undergraduate student in the EXITO program, Amanda shadows Ethnic Studies teachers in high school classrooms. Currently, she is placed in a 9th grade English/Ethnic Studies classroom in Santa Barbara. Amanda intends to take another year to study abroad in Seoul, South Korea, where she will be completing the last of the requirements for her Bachelor's degree. Afterwards, she will apply to graduate school to earn a Master’s degree and her teaching credential at GGSE.

In her free time, Amanda enjoys reading and loves watching the sunset from the beach.



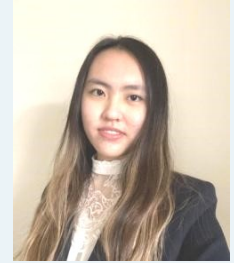
February 2022 COFFEE and CONVO Event



Even though the attendance was smaller than last month, it was very successful. Everyone had a good time and we were able to sign up two new members, one of them a past scholarship recipient.

An Update on Nhi Ly Past Local Scholarship Recipient

Cheryl Markman, Local Scholarship Committee



Nhi Ly received an AAUW scholarship in the spring of 2021. She will graduate this spring from UC Davis with a major in Biological Sciences and a minor in Environmental Toxicology. Her career goal is to become a Physician Assistant (PA).

In the summer of 2021, Nhi interned at Covered California, the state's health insurance marketplace. While there, she researched and presented on areas of Maternal Health Disparities and Algorithmic Bias in Healthcare to help the organization brainstorm ideas about working toward equitable care when writing health insurance policies. Nhi found it very eye-opening to learn how the health insurance marketplace works and to see the behind-the-scenes process of planning and establishing policies and agreements.

Since the summer of 2021, Nhi has been working as a Clinical Manager for VN CARES, a student-run clinic on the UC Davis campus that strives to deliver free healthcare resources and services to the underserved Asian communities in Sacramento. In the fall, she worked alongside her fellow Clinical Managers to train newly recruited interns to become Patient Advocates who would then directly help patients in language interpretation and other clinic services. She also worked with other officer board members to oversee different aspects of the clinic and make collective administrative decisions, such as those regarding COVID-19 operations.

To meet the minimum 1,000 hours of direct patient care to attend a PA school, Nhi plans to work as a Medical Assistant for a couple of years. She is currently applying to Medical Assistant programs in order to obtain her certification. The certification process may take quite some time, but as it aligns with her vision of a desirable workplace environment and is also more closely related to a Physician Assistant's settings, she is willing to take the longer route to achieve her long-term goals.

When she is not working toward her academic and professional goals, Nhi enjoys working out at the gym as a way to relax her mind. She also enjoys playing badminton and taking walks around her neighborhood. When she has extra free time, she likes to draw and to watch her favorite shows including Criminal Minds and The Good Doctor. During holiday breaks when she visits her family in San Jose, they often spend time together going out to eat or playing fun family games.

Mask guidance

Masks will no longer be required when entering HQ. If any member is uncomfortable with unmasked members or simply wishes to remain safe, masks are always welcome. If you are unvaccinated, we would appreciate it if you wore a mask.



An open letter to the world from Olena Zelenska, Wife of the President of Ukraine

Recently, an overwhelming number of media outlets from around the world have reached out with requests for interviews. This letter serves as my answer to these requests and is my testimony from Ukraine.

What happened just over a week ago was impossible to believe. Our country was peaceful; our cities, towns, and villages were full of life. On February 24th, we all woke up to the announcement of a Russian invasion. Tanks crossed the Ukrainian border, planes entered our airspace, missile launchers surrounded our cities.

Despite assurances from Kremlin-backed propaganda outlets, who call this a 'special operation' - it is, in fact, the mass murder of Ukrainian civilians.

Perhaps the most terrifying and devastating of this invasion are the child casualties. Eight Year-old Alice died on the streets of Okhtryka while her grandfather tried to protect her. Or Polina from Kyiv, who died in the shelling with her parents. 14-year-old Arseniy was hit in the head by wreckage, and could not be saved because an ambulance could not get to him on time because of intense fires.

When Russia says that it is 'not waging war against civilians,' I call out the names of these murdered children first.

Our women and children now live in bomb shelters and basements. You have most likely all seen these images from Kyiv and Kharkiv metro stations, where people lie on the floors with their children and pets - trapped beneath.

These are just consequences of war for some, for Ukrainians it is now a horrific reality. In some cities families cannot get out of the bomb shelters for several days in a row because of the indiscriminate and deliberate bombing and shelling of civilian infrastructure.

The first new-born of the war, saw the concrete ceiling of the basement, their first breath was the acrid air of the underground, and they were greeted by a community trapped and terrorized. At this point, there are several dozen children who have never known peace in their lives.

This war is being waged against the civilian population, and not just through shelling. Some people require intensive care and continuous treatment, which they cannot receive now. How easy is it to inject insulin in the basement? Or to get asthma medication under heavy fire? Not to mention the thousands of cancer patients whose essential access to chemotherapy and radiation treatment have now been indefinitely delayed.

Local communities on social media are full of despair. Many people, including the elderly, severely ill and those with disabilities, have been debilitatingly cut off, ending up far from their families and without any support. War against these innocent people is a double crime. Our roads are flooded with refugees. Look into the eyes of these tired women and children who carry with them the pain and heartache of leaving loved ones and life as they knew it behind. The men bringing them to the borders shedding tears to break apart their families, but bravely returning to fight for our freedom.

After all, despite all this horror, Ukrainians do not give up.

The aggressor, Putin, thought that he would unleash blitzkrieg on Ukraine. But he underestimated our country, our people, and their patriotism. Ukrainians, regardless of political views, native language, beliefs, and nationalities, stand in unparalleled unity. While Kremlin propagandists bragged that Ukrainians would welcome them with flowers as saviours, they have been shunned with Molotov cocktails.

I thank the citizens of the attacked cities, who have coordinated to help those in need. Those that keep working - in pharmacies, stores, public transportation, and social services - showing that in Ukraine, life wins.

I acknowledge those that have provided humanitarian aid to our citizens and thank you for your continued support.

And to our neighbours who have generously opened their borders to provide shelter for our women and children, thank you for keeping them safe, when the aggressor has rendered us unable to do so.

Olena Zelenska Wife of the President of Ukraine

April 2022

Submitted by Tynka Dees, Calendar Editor

Santa Clara County has removed our mask requirement for indoor meetings. You no longer have to fill out the vaccination certification form. If any member is uncomfortable with unmasked members or simply wishes to remain safe, masks are always welcome. If you are un-vaccinated, we would appreciate it if you wore a mask. If you are a leader of the group meeting please keep a sign in sheet, just in case we need it for checking contacts in future. Please check with the organizer whether the meeting has changed and will be ZOOM or in person.

Mon Apr 4	6:30-8 pm	Neighbors Helping Neighbors ZOOM (Bobbie Baker)
	6:30-7:30 pm	Finance Committee ZOOM (Finance Committee)
Tue Apr 5	10:30-11:30 am	German Conversation ZOOM (RSVP Barbara Snyder)
Wed Apr 6	6:30-7 pm	AAUW Board Social Hour ZOOM (Sonia Wright)
	7-8:30 pm	ZOOM AAUW BOARD Meeting (Sonia Wright)
Thu Apr 7	1-3 pm	Knitting Know How (RSVP Margaret McCartney)
	7-8:30 pm	Public Policy Committee ZOOM (Susan Karlins)
Sat Apr 9	6:30-9:30 pm	Couples Dining (RSVP Sharon Potter)
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Sun Apr 10	11:30 am-2 pm	Film Fans ZOOM (Contact Linda Snashall)
Mon Apr 11	6:30-9 pm	Light Gourmet (RSVP Cheryl Markman)
Tue Apr 12	10-11:30 am	Book Discussion (RSVP Lida Kluzek)
	10:30-11:30 am	Conversacion Espanol ZOOM (RSVP Barbara Snyder)
Wed Apr 13	11 am-1 pm	Art Appreciation (RSVP Jan Bartolotta)
	7-8:30 pm	ZOOM Book Group ZOOM (RSVP Margaret Bard)
Thu Apr 14	1-4 pm	Bridge 2 nd Thursday (RSVP Bobbie Eckerman)
	2-3:30 pm	Great Decisions AM Zoom (Monique Lee)
Fri Apr 15	10 am-1 pm	Bridge (RSVP Lida Kluzek)
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Mon Apr 18	9:30-11 am	Exploring World Literature TBD (RSVP Diana Taylor)
	6:30-9 pm	International Gourmet (RSVP Jan Bartolotta)
Tue Apr 19	10:30-11:30 am	French Conversation ZOOM (RSVP Barbara Snyder)
	1-3 pm	Knitting Know How (RSVP Margaret McCartney)
Thu Apr 21	10 am-12 pm	Family History ZOOM (Susan Brundage)
	7-8:30 pm	Mystery Lovers ZOOM (Sharon Shephard)
Fri Apr 22	1:30- 3 pm	Local Scholarship ZOOM (Ruth Dusan)
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Mon Apr 25	9:30-11 am	Building & Properties Committee ZOOM buildings@aauwsanjose.org
Tue Apr 26	12-1:30 pm	Lunch Bunch TBA (RSVP Diana Taylor)
	1-4 pm	Bridge 4 th Tuesday (RSVP Bobbie Eckerman)
	7-8 pm	Great Decisions PM ZOOM (Sharon Shephard)
Thu Apr 28	2-3:30 pm	Great Decisions AM ZOOM (Monique Lee) Lee)
Sat Apr 30	10 am-12 pm	Member & Prospective Members Coffee and Conversation Back Porch Membership@aauwsanjose.org

San Jose Branch BONFIRE (USPS 857-400)
Published monthly except for July by AAUW
San Jose Branch, 1165 Minnesota Ave. San
Jose, 95125-3324

Periodicals Postage Paid at San Jose, CA
Postmaster: Send address changes to AAUW
San Jose Branch, 1165 Minnesota Avenue,
San Jose, CA

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**BONFIRE ARTICLE SUBMITTAL
RULES:**

The sole purpose of this publication is to
convey the association's business to its
membership. Only articles and
announcements related to Branch business
will be considered for inclusion.

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**PERIODICALS
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AAUW San Jose Branch *Established 1909*

Preliminary data on 2022 Equal Pay Days:

Equal Pay Day 2022 March 15

AAPI Women's Equal Pay Day 2022 May 3

LGBTQIA+ Equal Pay AWARENESS Day 2022 June 15

Moms Equal Pay Day 2022 July

Black Women's Equal Pay Day 2022 September 29

Native Women's Equal Pay Day 2022 December 1

Latina Equal Pay Day 2022 December 8

Though the early March 15 date may seem to be a positive move, it is partially due to how many lower wage women dropped out of the workforce during the pandemic. Higher wage women were able to adapt and afford childcare resources, and/or were able to work from home and stay in the workforce. The White House is planning an event on March 15th, when a report on the effects of the pandemic on working women will be released.

Here's the link to Peg Bowen's Equal Pay Day Interview :

<https://www.ktvu.com/video/1046330>



Empowering Women Since 1881

See the San Jose Branch Website at www.aauwsanjose.org for more information